



Closing Date 12th December 2025!
(This is subject to change so please do apply asap)

Commercial Placement Programme

Salary - £25,000 per annum

Duration – 12 Months Commencing July 2026

Location –

We have positions available at our Spalding site and at our London Meals site!

Benefits!

- Relocation Financial Assistance - Any relocation payments made will be paid back in **October 2026!**
- Access to Bakkavor benefits such as a discount platform

Assessment Centre Information -

Assessment Centers will be held at our Newark Site

Assessment Centre will be held on Friday 20th February 2026

Why join us?

We are looking for motivated undergraduates who have a keen ambition to gain experience within the Commercial Team at Bakkavor working with UK Grocery Retailers. This is a 12-month placement aimed at those who elect to complete a year-in-industry as part of their degree. There are opportunities to return to Bakkavor once you have completed your undergraduate degree.

What we do?

We're probably the biggest name you've never heard of. You've almost certainly eaten our food - you just didn't realize it! As global leaders in the fresh prepared food industry with over 14,000 employees, we create innovative products, including meals, soups, dips, salads, desserts, pizzas and bread for customers including Tesco, M&S, Sainsbury's and Waitrose in the UK.

About this role-

This placement offers ample opportunities to develop your passion for food and gain invaluable insight into the food industry. You will play an active role in the relationship between Bakkavor as a supplier and major UK retailers. Working in Commercial at Bakkavor, you will gain skills in data management and analysis, commercial systems and processes, category management and sales. You will also build working relationships and be exposed to many different areas of business including development, finance and supply chain. This experience will enable you to gain a deep understanding of the complexities of food manufacturing and supply.

Your time at Bakkavor will enhance your academic learning and equip you to either return to the business or enter the wider food industry with a broad range of new skills. Whilst you will be working in a fast-paced environment, Bakkavor provides extensive support throughout your role and will encourage you to reach your full potential within the company.

About you –

The most important thing for us is a motivated attitude to develop your skills and an ambition to progress within the food industry.

To be considered for this placement, you must meet the following criteria:

- A passion for food and ideally an undergraduate studying a **business-related** or **food-science degree**, though not exclusive to these. However, we welcome applications from all degree backgrounds if you have a passion for food. **(Must be mid degree, not mid masters)**
- Confidence in handling data and good numeracy skills
- High level of attention to detail.
- Demonstrated experience of working as part of a team
- An existing 'right to work' in the UK, we are unable to sponsor visas as part of the Placement
- A clearly articulated motivation to learn more about the food industry
- A desire to learn how Commercial teams contribute to a business success and drive engaging and valued partnerships with our customers
- An ability to apply practical ideas and demonstrate your adaptability
- A curiosity to explore, learn and show initiative
- A full UK driver's licence with own transport is preferred for Cheshire and Lincolnshire placements as our locations and suppliers are not always readily accessible by public transport

All placements are subject to successful right to work checks, and eligibility to work in the UK.

During the Commercial Sales and Management Placement you will receive career experience, skills & responsibility -

- You will work with an experienced line manager who will conduct regular performance reviews and support you through a skills checklist to ensure your development.
- Assuming everything progresses as planned, Bakkavor will assist you in identifying the right career opportunities upon completing your degree. This could include direct entry roles or positions within our Graduate programmes.
- From day one, you will take responsibility for your work area and personal development, with comprehensive on-the-job training provided.

Proud to be Bakkavor

At Bakkavor, we have pride. And purpose. From our Icelandic origins we have grown to be the leading provider of fresh prepared food in the UK. Our world is fast-paced, exciting and energetic. And that's just how we like it. We have drive. Ambition. Motivation. We are food heroes, who keep the supply chain moving despite challenging times. We work hard. We are resilient. We solve problems together. And we deliver for our customers. Our passion brings joy through the food we produce – and the communities we work in. Our values are extremely important to us, they drive the way we do business – they are what make Bakkavor different to everyone else.

Apply today!

Our Placements are for people who can think bigger and grow faster. We created them to offer opportunities to students who are looking for quality experience in the food industry. To learn more and apply online, visit:

<https://fierileadership.com/bakkavor-early-careers/>

Closing date for applications – **12th December 2025** (***This is subject to change so please do apply asap***)

After applying, you can expect to complete some initial questions around some relevant scenarios at Bakkavor, followed by an online psychometric test and short video reflection. If successful, we will invite you to an assessment centre in **January** or **February 2026**. These interviews are for a **July 2026** start on the Placement.

If you have any queries about this programme, or the recruitment process, please contact us at : EarlyCareers@Bakkavor.com or SP.EarlyCareersRecruitmentQueries@Bakkavor.com